



OLYMPIC VALLEY PUBLIC SERVICE DISTRICT BOARD REPORT



SUBJECT: Board Member Health Care Benefits

EXHIBIT: F-6, 6 Pages

AUTHOR: Charley Miller, General Manager &
Danielle Mueller, Finance & Admin Manager

MEETING DATE: October 28, 2025

RECOMMENDED ACTION: Adopt resolution 2025-22 approving maximum out-of-pocket medical expenses for each Board member to be set at \$8,000 per year, for the annual period running from July 1 to June 30 annually.

DISCUSSION: At the August meeting, the Board directed staff to review the current Board member compensation and benefits package. Board members are currently paid a maximum stipend of \$600 per month, pursuant to Resolution 2013-03 (April 30, 2013) and Water Code 30507. No changes to compensation are proposed at this time.

Government Code sections 53208 and 53208.5 provide that, notwithstanding any statutory limitation upon compensation, any member of a legislative body of a local agency “may participate in any plan of health and welfare benefits” provided that those benefits “shall be no greater than that received by nonsafety employees” of that agency. In the case of agencies with different benefit structures, the benefits of members of the legislative body shall not be greater than the most generous schedule of benefits being received by any category of nonsafety employees. Government Code section 53202.3 requires that the relevant benefit plan must provide benefits for large numbers of employees. The District may provide cash payments to its officers and employees as reimbursement for costs of approved health and welfare benefit plans that have been paid for by the officers or employees, provided that option is available to District employees as described above. (See 83 Ops.Cal.Atty.Gen 124.)

The last review of Board benefits occurred in 2016, when the Board implemented a reimbursement program for out-of-pocket medical expenses, not to exceed \$6,000 per fiscal year per member. Reimbursements for eligible out-of-pocket expenses are made through payroll.

Staff have revisited this policy and compared it with similar programs offered by neighboring districts. While most neighboring agencies provide some form of health benefit to Board members, those districts are generally much larger in size and budget. Staff estimates that the cost of providing full insurance coverage to all Board members through our current providers would be approximately \$138,000 annually. Given the cost, and the impact on the District’s small community, staff recommends increasing the annual maximum reimbursement from \$6,000 to \$8,000 to account for inflation of out-of-pocket expenses while maintaining a reasonable and fiscally responsible benefit level. Reimbursements are taxable, and eligible

expenses are listed as “includable” in IRS Publication 502. In addition, these reimbursements would include eligible family members, as defined by the CalPERS Health Plan. This benefit does not exceed the benefit offered to District employees.

FISCAL/RESOURCE IMPACTS: The FY2026 budget included \$30,000 toward Board member medical expense reimbursements. The recommended changes will add \$10,000 to the Operating budget, which will be split between water, sewer, and fire.

ATTACHMENTS: Benefits and compensation summary PowerPoint (3 pages)
Resolution 2025-22 (1 page)

DATE PREPARED: October 8, 2025

RESOLUTION 2025-22

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
OLYMPIC VALLEY PUBLIC SERVICE DISTRICT
REGARDING BOARD MEMBER HEALTH AND WELFARE BENEFITS**

WHEREAS, the Board of Directors of the Olympic Valley Public Service District previously adopted compensation rates for Board members for attendance at meetings by Resolution 2013-03 (April 30, 2013); and

WHEREAS, Government Code §§ 53202.3, 53208, and 53208.5 states that, notwithstanding any statutory limitation upon compensation, any member of a legislative body of a local agency “may participate in any plan of health and welfare benefits” provided that those benefits “shall be no greater than that received by nonsafety employees” of that agency and the benefit plan must provide benefits for large numbers of employees. In the case of agencies with different benefit structures, the benefits of members of the legislative body shall not be greater than the most generous schedule of benefits being received by any category of nonsafety employees; and

WHEREAS, effective July 1, 2016 (via Board Action May 31, 2016), the Board authorized reimbursement of qualified medical expenses for each Director and eligible family members in an amount not to exceed \$6,000 per fiscal year, per Director; and

WHEREAS, certain members of the Board of Directors are enrolled in the CalPERS Miscellaneous Group #70003, and pursuant to Resolution 2017-09, the District contributes zero percent (0%) of the normal member contributions for all participants in the Miscellaneous Group, including Directors.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Olympic Valley Public Service District hereby adopts that effective January 1, 2026 Directors will be reimbursed through payroll for eligible, out-of-pocket medical expenses for a maximum amount of \$8,000 per year and that the annual period run from July 1st to June 30th annually.

PASSED AND ADOPTED this 28th day of October, 2025 at a regular meeting of the Board of Directors of the Olympic Valley Public Service District, by the following vote on roll call:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dale Cox, Board President

ATTEST:

Jessica Asher, Board Secretary



Board of Directors Benefit and Compensation Survey

October 28 ,2025

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Background



- Board directed staff to survey neighboring agencies for compensation and benefits
- Purpose: Ensure the District's policies are fair, compliant, and consistent with neighboring agencies
- Focus today: **Reimbursement limits for out-of-pocket medical expenses**, no change to compensation

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Current Compensation



- Stipend = \$600 per month

- Board is also paid a maximum of \$6,000 per fiscal year for reimbursement of eligible out-of-pocket medical expenses

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District Comparison – All Data



Jurisdiction	Revenue	Qualifications	Benefits	Compensation	Average Number of Meetings
Truckee Sanitary District	\$14,400,000	Registered Voter	Medical, Dental, and Vision Insurance, Deferred Comp	\$280 per meeting	16
North Tahoe Fire Protection District	\$16,641,000	Registered Voter + District Resident	Medical, Dental, Vision Insurance	\$305 per meeting	12
Truckee Fire Protection District	\$17,328,000	District Resident	Life and AD&D Insurance - \$10,000.00	\$100.00 per meeting with a maximum of 4 meeting per month.	12
North Tahoe Public Utility District	\$18,245,000	Registered Voter + District Resident	Medical and Dental Insurance	\$400 per month.	20
Northstar Community Services District	\$31,741,000	Registered Voter	Medical Insurance	\$100 per meeting	12
Tahoe City Public Utility District	\$40,819,000	Registered Voter + District Resident	Medical Insurance	\$400 per month stipend.	24
Town of Truckee	\$63,005,000	Registered Voter + Town Resident	Medical, Dental & Vision Insurance	\$851 per month- regardless of number of meetings.	36
Truckee Donner Public Utility District	\$63,746,000	Nevada or Placer County Resident	Medical, Dental & Vision Insurance	\$400 per month- regardless of number of meetings.	15
Alpine Springs County Water District	\$ 3,365,000	District Resident	None	\$175 per meeting for Board President; \$150 per meeting for Directors. \$100 per meeting for Committee Chair; \$50 per meeting for Directors.	12-16
Olympic Valley Public Service District	\$10,954,000	Registered Voter	\$6,000/year medical reimbursement	\$600 per month	16

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Proposed Adjustment



- Increase Annual Reimbursement Cap:
 - From \$6,000 → \$8,000
- Captures costs of increasing medical premiums and expenses
 - Inflation has increased ~ 34% since 2016
 - Keeps the District fiscally responsible
 - No need to raise rates
- Fiscal Impact: Increases current year operating budget by \$10,000
 - No need for a budget amendment

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Questions?

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